

VAN ELLE LTD

GENDER PAY GAP

REPORT - APRIL 2024



OVERVIEW

We are dedicated to making Van Elle a fantastic workplace where everyone feels comfortable and valued. We strive to create an environment that fosters growth, inclusivity, and wellbeing for all our employees.

Our values are at the heart of everything we do:

- Safety – Always put health and safety first.
- Integrity – Open, honest and straightforward, delivering on our promises.
- Teamwork – A 'can do' approach, working together to exceed customer expectations.
- Excellence – Keen to impress our customers, always do a great job and keep improving what we do.

DEFINITIONS AND REPORTING INFORMATION

In the UK, all organisations with 250 or more employees are required to report on their gender pay gap annually. This report provides a snapshot of the difference in average earnings between men and women, expressed as a percentage of men's earnings. It's important to note that a gender pay gap report reflects the overall distribution of pay within an organisation and does not necessarily indicate unequal pay for the same job.

We are committed to providing a transparent view of our gender pay gap data, which includes the following key measures:

- Median gender / bonus pay gap refers to the difference between the midpoints in the salary ranges or bonus payments of males and females.
- Mean gender / bonus pay gap refers to the difference between the average hourly earnings or bonus payments of males and females.
- Quartile pay bands are the distribution of male and female representation across four even groups named (upper, upper middle, lower middle, and lower).
- Bonus proportions are the percentage of males and females who received a bonus.

The report is based on snapshot data as of 5 April 2024 and covers activities between May 2023 and April 2024. For weekly paid staff this was the week ending 5 April 2024 and for salaried this was the month ending 30 April 2024.

We understand that using a single snapshot date provides a clear basis for comparison across organisations. While it offers valuable insights, we also recognise that gender pay can change over time, and we are committed to ongoing improvement in creating a more equal, inclusive and diverse workplace.

OUR WORKFORCE

As of 5 April 2024, our workforce was made up of 11.8% women (76) and 88.2% men (568), totalling 644 full-pay relevant employees. At this point in time, we had 23 employees who were employed under a contract of employment but were either receiving less than or no longer receiving their usual full basic pay. This included 4 females on maternity leave and 1 male on paternity leave. As a result, our total number of relevant employees was 667, with 12.3% women (82) and 87.7% men (585).

As a construction company working on projects throughout the UK, we have two main groups of employees: support staff who are mainly office based and salaried, and operational staff who are mainly site based and weekly paid.

In the reporting year, we had 149 new starters, 10% were females and 90% were male, as well as acquiring the business entity of Rock and Alluvium, with 54 staff transferring to Van Elle on 1 December 2023. We also had 115 leavers in the reporting year, 13% of leavers were women and 87% of leavers were men.

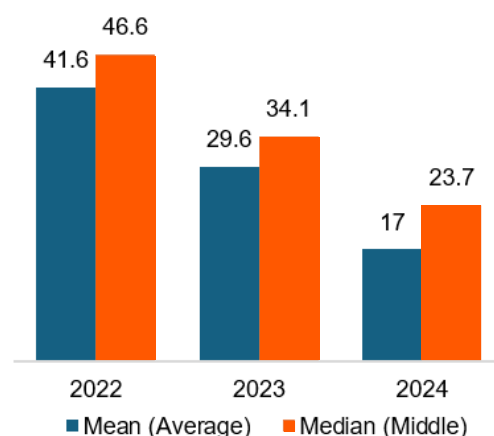
	Total	Office Based		Site Based	
Male	585	189	32.3%	396	67.7%
Female	82	76	92.7%	6	7.3%
Total	667	265	39.7%	402	60.3%

OUR GENDER PAY GAP

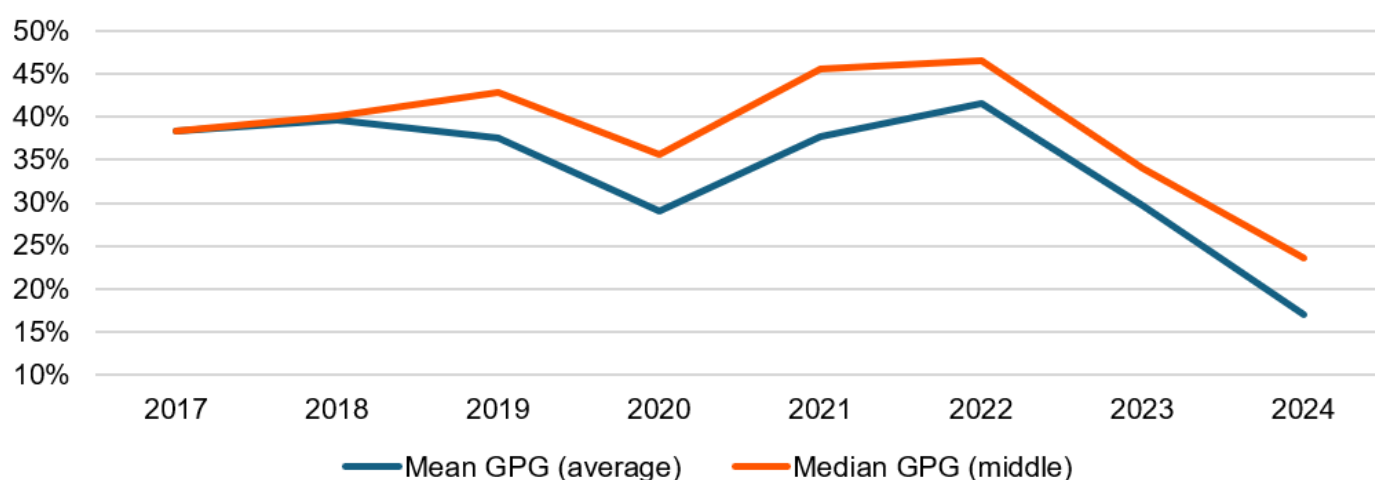
This is the 8th year we have published our gender pay gap and are pleased to report a notable improvement.

This shows a steady improvement in gender pay with our mean decreasing by 12.6% and our median decreasing by 10.4% to 17% in 2024.

This improvement is a positive sign, indicating progress towards closing the gender pay gap. However, we continue to focus on actions to ensure balanced pay equity.



Mean and Median over the years



OUR PAY QUARTILES

To assess these quartiles, we split our lowest to highest paid employees into four groups (quartiles):

- Directors and senior managers generally sit in the upper quartile.
- Middle managers mostly sit in the upper middle quartile.
- Technical and administration grades are predominantly in the lower and lower middle quartiles.
- Operational roles can span across all four quartiles due to the wide range of roles.

2023			2024		
Quartiles	Male	Female	Quartiles	Male	Female
Upper	92.1%	7.9%	Upper	90.6%	9.4%
Upper Middle	96.2%	3.8%	Upper Middle	95.0%	5.0%
Lower Middle	87.5%	12.5%	Lower Middle	92.5%	7.5%
Lower	70.6%	29.4%	Lower	74.5%	25.5%

The distribution of male and female across the quartiles has remained relatively stable but shows signs of gradual improvement in female representation in the upper quartiles. The data shows a decline in the lower middle and lower quartiles, due to internal progression.

Consistent with industry-wide trends, our gender pay gap quartile data reflects the ongoing challenge of increasing female representation in higher-paying roles. The construction sector remains male-dominated, primarily due to the lower number of women pursuing qualifications and careers in construction and engineering. Addressing this imbalance requires continued efforts to attract, support, and retain female talent within the industry.

GENDER BONUS GAP

For April 2024 our gap for the mean and median bonus pay gap was:

Mean (Average)	Median (middle)
41.1%	35.3%

We are pleased to report that our mean (average) bonus gap has also decreased, from 66.3% when we first reported in 2017 to 41.1% in 2024; this is a reduction of 25.2%. Our median (middle) bonus gap has also decreased from 40.9% in 2017 to 35.3% in 2024 - a reduction of 5.6%.

	2017	2018	2019	2020	2021	2022	2023	2024
Mean bonus (average)	66.3%	59.0%	63.6%	53.7%	89.9%	69.3%	54.8%	41.1%
Median bonus (middle)	40.9%	52.9%	67.0%	5.9%	86.4%	72.8%	57.7%	35.3%

As the figures above show our bonus gender gap has fluctuated significantly over the years, however, this shows we are making good progress in reducing our gender bonus gap.

The Bonus proportions of male and female relevant employees who were paid bonus pay during the relevant period are as follows:

	Male	Female	Total
Number receiving a Bonus	500	63	563
Total Relevant Employees	585	82	667
Total	85.5%	76.8%	84.4%

The gender bonus gap has continued to narrow, reflecting progress in addressing disparities in bonus distribution. In 2024, the mean bonus gap reduced to 41.1%, down from 54.8% in 2023, while the median bonus gap decreased from 57.7% to 35.3% over the same period. This marks a significant improvement compared to previous years.

It is also important to note the differences in our bonus schemes, which may contribute to variations in bonus payments. Weekly paid employees receive bonuses based on project performance, while monthly paid employees receive bonuses linked to individual and business performance targets. Given that women are underrepresented in roles with performance-related project bonuses, this further impacts the overall gender bonus gap.

FACTORS AFFECTING OUR GENDER PAY GAP

For the Financial Year 2023, the Board made changes to the non-contractual Bonus Scheme for salaried staff. Bonus payments were determined based on the Group and Divisional financial performance, as well as individual performance. To support employees during the cost-of-living crisis, lower grade staff received an interim payment of one-third of the estimated full year bonus in December 2022 (outside of the reporting period), with the remaining payment being made in August 2023 (within the reporting period). Higher grade staff received their full payment in August 2023, and the Executive Team received one payment of this bonus in September 2023. Given the timings of the payments, this will have an impact on the data used to make the calculations.

From May 2023, we changed our company pension scheme to a SMART Pension arrangement, a salary sacrifice scheme. The government guidance on calculating hourly rate is that gross pay that should be used is that value after any reduction for salary sacrifice schemes, so these changes will have also had an impact on the gross figures used.

We have also made a business decision to encourage more people who are eligible to take advantage of our Company Car scheme, which will have reduced the value of Car Allowances paid in the reporting period compared to previous years, which will have previously been included in the calculations.

ADDRESSING OUR GENDER PAY DIFFERENCES: MAINTAINING OUR LONG-TERM COMMITMENT

This report identifies gaps where we are working to increase female representation at Van Elle. While we acknowledge the challenges ahead, we are committed to building a more inclusive and diverse working environment.

We are encouraged by the year-on-year improvements in our gender pay gap, and we hope this will continue to improve with our campaigns and promotion of Van Elle as a company that embraces Equality, Diversity, and Inclusion.

To address this imbalance, we continue to promote the industry through engagement activities with local schools and universities, as well as work in partnership with the Federation of Piling Specialists to engage with people of all genders, ethnicities and social backgrounds to consider our industry for a career. In addition, we have an Equality, Diversity and Inclusion Strategy and Action Plan which focuses on Leadership, Culture, and Development, each with tailored targets, helping to build a strong culture of fairness, inclusion and respect across our organisation.

To drive this agenda forward we have an Equality, Diversity and Inclusion Network that meets once a month to review and action the work we are doing in terms of EDI.

Our commitment to encourage people to join our industry remains a focus. We are a partner of the 5% Club, whereby we provide learning and development opportunities and are committed to 5% of our workforce being on an emerging talent programme, meaning people gain qualifications needed to develop careers within the industry. We are also engaging directly with further education establishments to encourage more females to enter the construction or engineering sectors. Both processes include the objective of increasing female representation within our workforce and will ultimately lead to reducing the pay gap.

To further support career development within our company, we are proud to be launching our second Leadership Development Programme following the success of our first cohort which completed in October 2024. This programme is designed to nurture talent, build future leaders, and create pathways for career progression. This initiative reflects our commitment to retaining and developing diverse talent, ensuring that employees have the support and opportunities to advance within Van Elle.

AWARENESS DAYS

We supported key awareness campaigns throughout the year to promote gender equality, inclusion, and career development:

- **International Day of Women and Girls in Science** - Celebrating women in science and inspiring girls in STEM.
- **National Apprenticeship Week** - Highlighting apprenticeships for skill-building and diverse career opportunities.
- **National Careers Week** - Showcasing career education and industry pathways.
- **International Women in Engineering Day (INWED)** - Recognising women in engineering and advocating for diversity.
- **National Inclusion Week** - Promoting workplace inclusion, sharing best practices, and reinforcing our commitment to diversity.



Lucy Jackson

Graduate Geotechnical Engineer

"The university course I pursued offered diverse career paths like Landscape Development, Environmental Consulting, and more. But seeing a significant presence of geotechnical contractors at the careers fair really sparked my interest. This prompted me to research further into that field."

Women and Girls in Science



Shannon Wade

Geotechnical Engineer

"My role as a Geotechnical Engineer is really varied. I travel around the country visiting different sites with different challenges. No week looks the same. On-site, I supervise rigs, ground investigations, and perform post-works monitoring. In the office, I process data and write reports for clients."

Women in Engineering Day



Van Elle Apprentices

Past, Present or Upcoming

For National Apprenticeship Week, we spoke to some of our apprentices to gain insights into their journeys. We spoke to those at different stages of their educational paths, spanning from NVQ Level 2 to 6 and in fields such as business administration, quantity surveying, and civil engineering.

National Apprenticeship Week

In the period from April 2024 to April 2025, as our workforce continues to evolve, we are targeting further progress in closing our Gender Pay Gap. While we have introduced a range of initiatives, it is important to recognise that the construction industry continues to have a significantly higher representation of males than females.

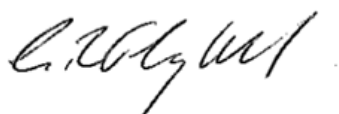
Nevertheless, reducing this gap and increasing female representation at all levels of our business remains a key priority. This development is essential in our ongoing commitment to creating a more equal, inclusive, and diverse workplace.

Reducing this gap and bringing better female representation at all levels of our business is a welcomed development in our desire to create a more equal and inclusive workplace.

DECLARATION

I confirm that the Gender Pay Gap data contained in this report for Van Elle Limited is accurate and has been produced in accordance with the guidance on managing gender pay developed by the Arbitration and Conciliation Service (ACAS).

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Graeme Campbell
Group Chief Financial Officer